Alberta
HUMAN RESOURCES AND EMPLOYMENT

the people
& workplace
department

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ALBERTA PROFILES:

OLDER WORKERS IN THE LABOUR FORCE

Data Development and Evaluation

Revised: April 2006

Highlights

For the purpose of this profile, older workers are defined as those people who are aged 45 years and over.

1. Alberta Older Workers Population

- Alberta has the lowest proportion of older workers in its population in the country
- The number of older workers in Alberta's working age population grew by 46.9% between 1995 and 2005
- In 2005, 35.9% of Alberta's labour force were older workers

2. Alberta Older Workers Labour Force Statistics

- Older workers in Alberta had the highest participation rate in Canada
- Alberta had the highest older worker employment rate in the nation
- Alberta older workers unemployment rate was lower than the provincial rate
- Older workers experienced longer lengths of unemployment than overall Albertans

3. Alberta Older Workers Employment by Industry

- In 2005, nearly three quarters of older workers were employed in Service-Producing industries
- Sixty percent of those Albertans employed in the Agriculture industry were older workers

4. Alberta Older Workers Employment by Occupation

- Over half of Alberta older workers were employed in Sales and Services, Business, Finance and Administration, and Trades, Transportation and Equipment Operator occupations
- Over three quarters of Alberta older workers employed in Business, Finance and Administration were female
- Over 90% of Alberta older workers employed in Trades, Transportation and Equipment Operators were male
- Nearly half of workers in Management occupations were older workers

5. Alberta Older Workers Education Levels

- Thirty one percent of Alberta's labour force with a university degree were older workers
- The number of older workers in Alberta with a post-secondary certificate or diploma has doubled in the past decade
- Education levels for older workers increased at a greater rate than the province
- Older workers with higher post-secondary education experienced lower unemployment rates

6. Alberta Older Workers Wage and Salary

- Alberta's male older workers had a higher average hourly wage rate than female older working employees in nearly all industries
- Alberta's male older workers had a higher average hourly wage rate than female older working employees in all occupations

1. Alberta Older Workers Population

For the purpose of this profile, older workers are defined as those people who are aged 45 years and over. Please refer to the Appendix for definitions of labour force terms.

Table 1 shows the number and proportion of older workers in Canada by province. Alberta has the lowest proportion of older workers within its working age population (WAP) with 43.1%. Nova Scotia has the highest proportion with 50.5%.

Table 1

Older Workers, Canada and Provinces, 2005

	Total Population	Older Workers	% Older Workers
Canada	25,805,500	12,241,800	47.4%
Newfoundland and Labrador	429,700	214,700	50.0%
Prince Edward Island	111,600	55,400	49.6%
Nova Scotia	760,700	383,900	50.5%
New Brunswick	610,400	305,800	50.1%
Quebec	6,182,200	3,060,300	49.5%
Ontario	10,070,400	4,869,800	48.4%
Manitoba	888,600	426,200	48.0%
Saskatchewan	748,400	367,700	49.1%
Alberta	2,555,600	1,100,500	43.1%
British Columbia	3,447,900	1,677,500	48.7%

Source: Statistics Canada Labour Force Historical Survey, 2005

Alberta's WAP in 1995 was just over 2 million and by 2005 had increased to over 2.5 million. In the last 10 years, older workers in the WAP of Canada increased by 3.1 million people. Twelve percent of the increase in Canada's older workers WAP occurred in Alberta. Table 2 presents the WAP and older worker population change for Canada and Alberta.

The older workers growth rate in Alberta was 15.3 percentage points higher than the national older workers growth rate. In the last 10 years, older workers WAP in Alberta increased by 46.9%, while older workers in Canada increased by 31.6%.

Table 2

Working Age Population

	1995	2005	Growth	Growth %
Canada	22,660,000	25,805,500	3,145,500	13.9%
Older Workers in Canada	9,302,900	12,241,800	2,938,900	31.6%
Alberta	2,048,900	2,555,600	506,700	24.7%
Older Workers in Alberta	749,100	1,100,500	351,400	46.9%

Source: Statistics Canada Labour Force Historical Survey, 2005

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1. Alberta Older Workers Population

Table 3 displays older workers labour force statistics. In 2005, Alberta's older workers comprised 35.9% of the provincial labour force.

Older workers accounted for over 27% of the unemployed in Alberta in 2005. Both the participation and employment rates for older workers in Alberta were lower than those for the overall working age population.

Table 3

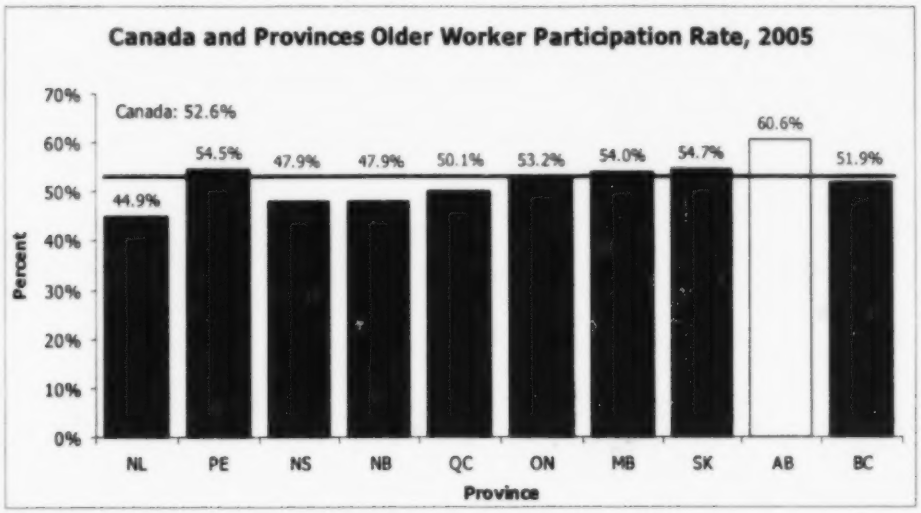
Alberta Older Workers Labour Force Statistics, 2005			
	Older Workers	Total Albertans	% of Total Albertans
Working Age Population	1,100,500	2,555,600	43.1%
Labour Force	667,800	1,857,800	35.9%
Employed	647,400	1,784,400	36.3%
Unemployed	20,400	73,400	27.8%
Participation Rate	60.6%	72.7%	
Employment Rate	58.8%	69.8%	
Unemployment Rate	3.0%	3.9%	

Source: Statistics Canada Labour Force Historical Survey, 2005

2. Alberta Older Workers Labour Force Statistics

As shown in Chart 1, Alberta's older workers had the highest participation rate in Canada, with 60.6%. This was 10.2 percentage points higher than the national average.

Chart 1



Source: Statistics Canada Labour Force Historical Survey, 2005

Chart 2 displays the Alberta participation rate by gender for older workers and the total working age population in 2005. Older workers had a lower participation rate than the Alberta population for both genders. Female older workers had a participation rate of 53.6%, which was 14.3 percentage points below the rate for males in the same age group.

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Source: Statistics Canada Labour Force Historical Survey, 2005

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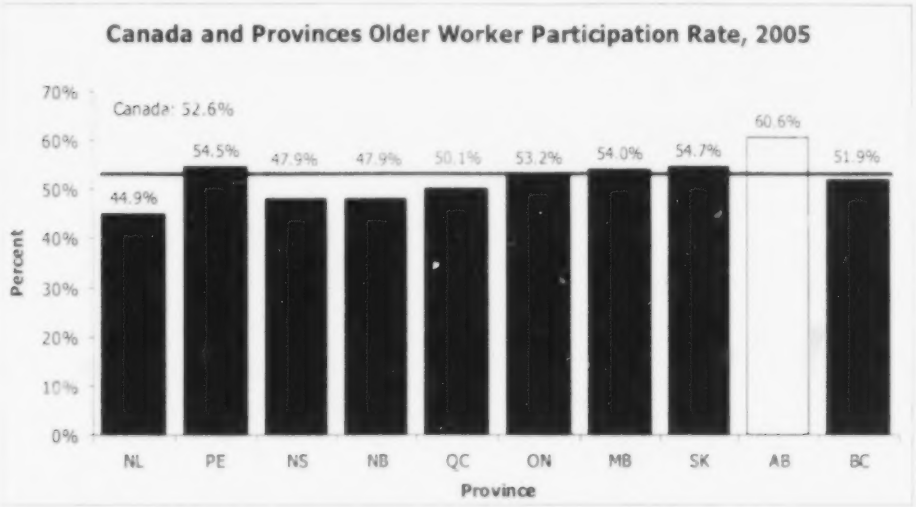

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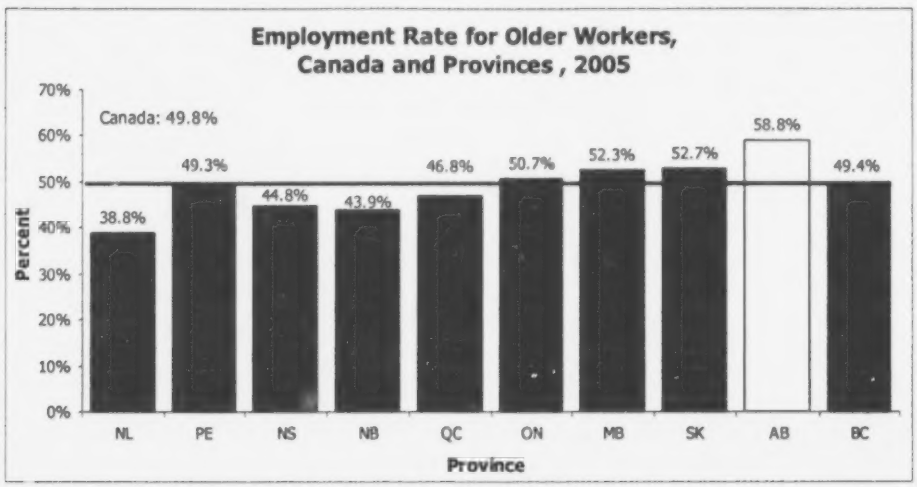

Source: Statistics Canada Labour Force Historical Survey, 2005

Chart 4 displays employment rate by gender in Alberta. Female employment rates were lower for both Alberta and Alberta's older workers. Alberta's female older workers had an employment rate of 52.0%. Male older workers had an employment rate that was 14.2 percentage points greater than their female counterparts.

Chart 4

Source: Statistics Canada Labour Force Historical Survey, 2005

2. Alberta Older Workers Labour Force Statistics

Table 4 shows that over eighty two percent of all those employed in Alberta were employed full-time. In 2005, older workers had a higher rate of full-time employment than Alberta, 84.5% and 82.8% respectively. Ninety-two percent of male older workers work full-time, whereas 75.2% of female older workers had a full-time status.

Table 4

Employment by Gender, 2005				
	Older Workers		**Alberta**	
	Employed	*% of total*	*Employed*	*% of total*
Both Genders	[illegible]	[illegible]	[illegible]	[illegible]
Full-Time	547,000	84.5%	1,477,600	82.8%
Part-Time	100,400	15.5%	306,800	17.2%
Male	[illegible]	[illegible]	[illegible]	[illegible]
Full-Time	328,000	92.1%	887,400	90.7%
Part-Time	28,200	7.9%	90,800	9.3%
Female	[illegible]	[illegible]	[illegible]	[illegible]
Full-Time	219,000	75.2%	590,300	73.2%
Part-Time	72,300	24.8%	216,000	26.8%

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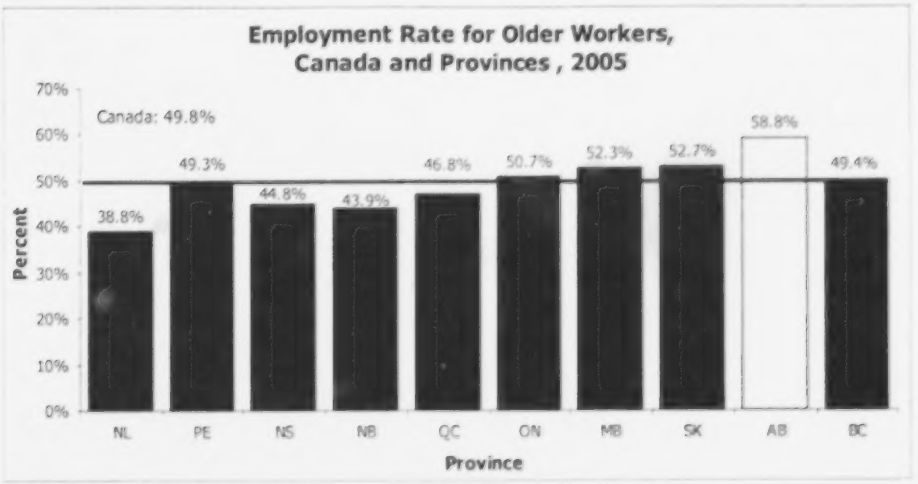

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	Older Workers		**Alberta**	
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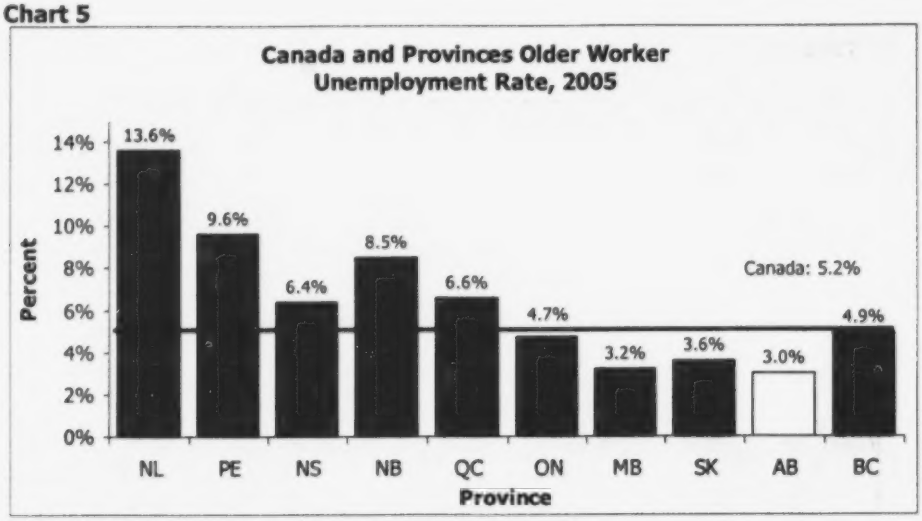
Both Genders	**647,400**	**100.0%**	**1,784,400**	**100.0%**
Full-Time	547,000	84.5%	1,477,600	82.8%
Part-Time	100,400	15.5%	306,800	17.2%
Male	**356,100**	**100.0%**	**978,200**	**100.0%**
Full-Time	328,000	92.1%	887,400	90.7%
Part-Time	28,200	7.9%	90,800	9.3%
Female	**291,300**	**100.0%**	**806,200**	**100.0%**
Full-Time	219,000	75.2%	590,300	73.2%
Part-Time	72,300	24.8%	216,000	26.8%

Source: Statistics Canada Labour Force Historical Survey, 2005

2. Alberta Older Workers Labour Force Statistics

Older workers in Alberta had an unemployment rate of 3.0% in 2005. As illustrated in Chart 5, this was the lowest in the country, and was 2.2 percentage points lower than the national average.

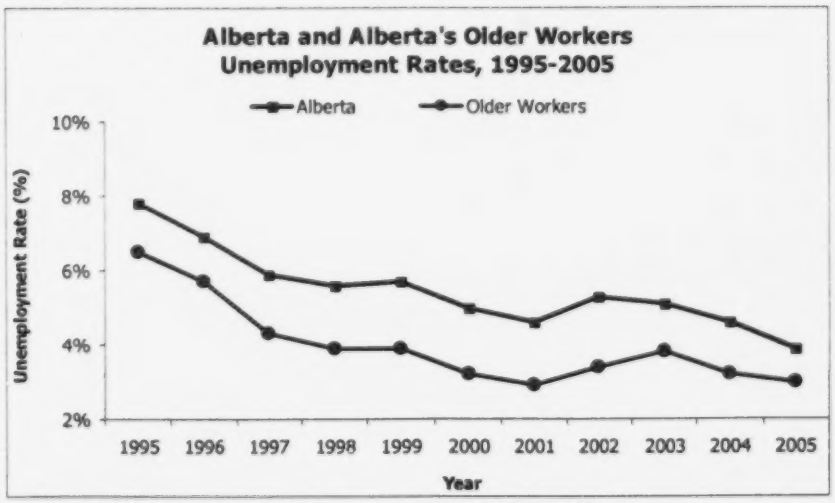
Chart 5



Source: Statistics Canada Labour Force Historical Survey, 2005

Alberta's unemployment rate has been decreasing over the past decade. Older workers in Alberta have consistently had unemployment rates that were lower than the provincial rate. In 2005, older workers had an unemployment rate 0.9 percentage points lower than the provincial rate. Figure 1 provides information on Alberta and Alberta's older workers unemployment rates.

Figure 1



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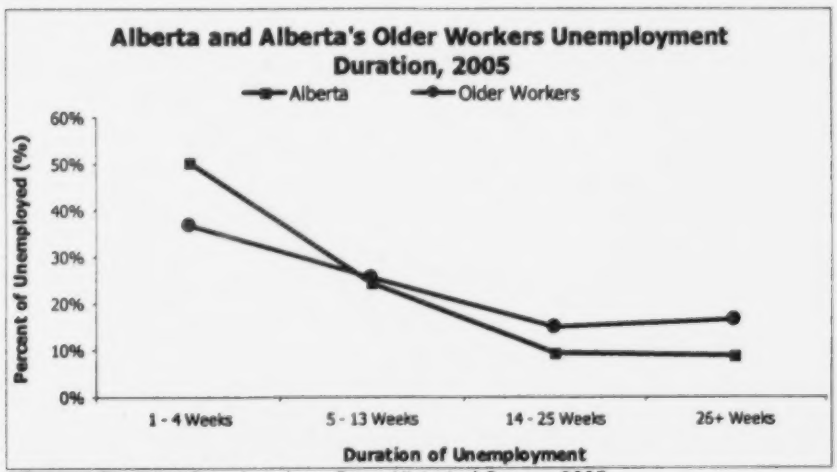
2. Alberta Older Workers Labour Force Statistics

Figure 2 displays the length of unemployment for Alberta and Alberta's older workers. In 2005 over half (+50.3%) of those unemployed Albertans were unemployed for 1-4 weeks, 37.0% of older workers were unemployed for that length of time. Higher proportions of older workers experienced longer lengths of unemployment than the rest of the Alberta population.

Figure 2



Source: Statistics Canada Labour Force Historical Survey, 2005

Figure 3 displays the unemployment duration of older workers in Alberta for 1995 and 2005. Between 1995 and 2005, there was a decrease in duration of unemployment for Alberta's older workers. The proportion of older workers with 1-4 weeks unemployment increased by 14.2 percentage points, while the proportion with 26 weeks or more decreased by 15.1 percentage points.

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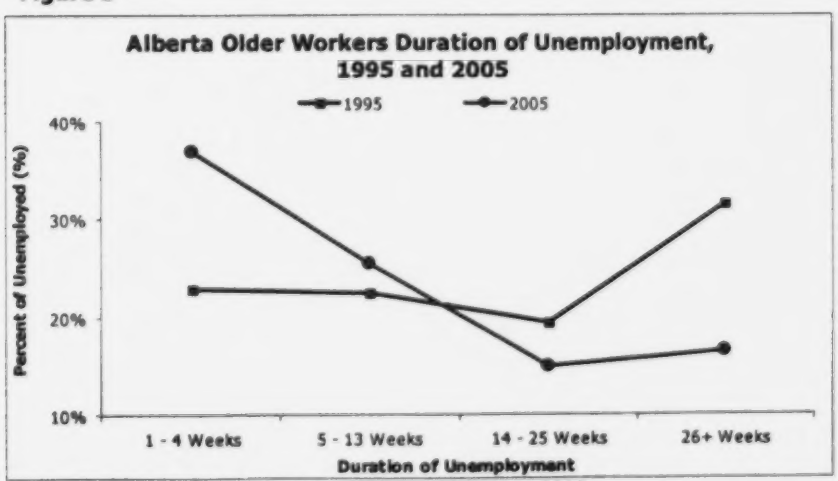

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3. Alberta Older Workers Employment by Industry

In 2005, almost three quarters (+72.0%) of older workers in Alberta were employed in Services-Producing industries. Goods-Producing industries employed just over a quarter (+28.0%) of Alberta's employed older workers.

More than half (+52.8%) of Alberta female older workers were employed in the following four industries: Health Care and Social Assistance, 20.8%; Educational Services, 12.7%; Retail Trade, 11.2%; and Finance, Insurance, Real Estate and Leasing, 8.2%.

Half (+49.9%) of Alberta male older workers were employed in the following five industries: Construction, 13.6%; Manufacturing, 9.1%; Transportation and Warehousing 9.1%; Forestry, Fishing, Mining, Oil and Gas, 9.0%; and Professional, Scientific and Technical Services. Table 5 displays Alberta's older workers employment by industry and gender.

Table 5

Alberta Older Workers by Industry and Gender, 2005			
	Older Workers	**Male**	**Female**
Goods-Producing Industries	**181,000**	**140,700**	**40,300**
Agriculture	33,700	24,000	9,700
Construction	56,400	48,600	7,800
Forestry, Fishing, Mining, and Oil & Gas	40,500	32,100	8,400
Manufacturing	44,900	32,500	12,400
Utilities	5,500	3,500	2,000
Service-Producing Industries	**466,500**	**215,500**	**251,000**
Accommodation and Food Services	19,700	6,700	13,000
Educational Services	52,100	15,200	36,900
Finance, Insurance, Real Estate and Leasing	39,900	16,100	23,800
Health Care and Social Assistance	71,100	10,600	60,500
Information, Culture and Recreation	21,600	11,000	10,600
Management, Administration and Other Support	23,800	12,400	11,400
Other Services	30,000	16,900	13,100
Professional, Scientific and Technical Services	48,300	32,000	16,300
Public Administration	33,400	16,400	17,100
Retail Trade	58,300	25,800	32,500
Transportation and Warehousing	43,200	32,400	10,800
Wholesale Trade	25,100	20,000	5,000
Total	**647,500**	**356,200**	**291,300**

Source: Statistics Canada Labour Force Historical Survey, 2005

3. Alberta Older Workers Employment by Industry

Chart 6 displays Alberta older workers as a percentage of Alberta's total employment for each industry. In 2005, 60% of Albertans who were employed in the agriculture industry were older workers. The Accommodation and Food Services industry had the lowest older worker representation at 18.1% in 2005.

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Information, Culture and Recreation	21,600	11,000	10,600
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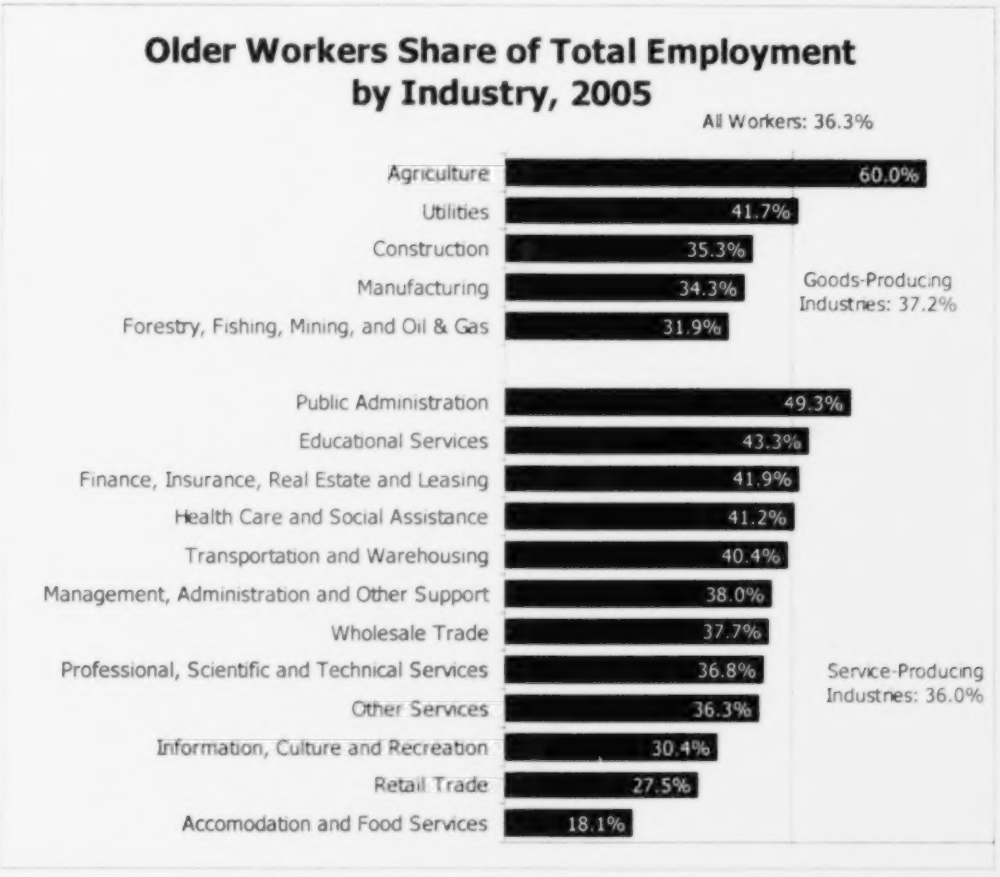

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4. Alberta Older Workers Employment by Occupation

Table 6 displays Alberta older workers employment by occupation and gender in 2005. In 2005 over half (+55.3%) of Alberta's older workers were employed in the Sales and Services, Business, Finance and Administration and the Trades, Transportation and Equipment Operator occupations.

Over half (+57.6%) of Alberta's female older workers were employed in the following occupations: Business, Finance and Administration with 34.2% and Sales and Services with 23.4%. Of those older workers employed in Business, Finance and Administration, over three quarters (+77.5%) were females.

Over half (+57.5%) of Alberta's male older workers were employed in the following occupations: Trades, Transportation and Equipment Operators, 29.1%; Sales and Services, 14.2%; and Management, 14.1%. Of those older workers employed in Trades, Transportation and Equipment Operators, over ninety percent (+93.9%) were males.

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Alberta Older Workers by Occupation and Gender, 2005

	Older Workers	Male	Female
Art, Culture, Recreation & Sport	[illegible]	[illegible]	[illegible]
Unique to Processing, Manufacturing & Utilities	22,100	15,800	6,400
Health	[illegible]	[illegible]	[illegible]
Natural & Applied Sciences	44,300	37,800	6,500
Unique to Primary Industry	[illegible]	[illegible]	[illegible]
Social Science, Education, Government & Religion	49,400	18,600	30,800
Management	[illegible]	[illegible]	[illegible]
Trades, Tranportation & Equipment Operators	110,600	103,800	6,800
Business, Finance & Administration	[illegible]	[illegible]	[illegible]
Sales & Service	118,700	50,600	68,100
Total	**647,400**	**356,300**	**291,300**

Source: Statistics Canada Labour Force Historical Survey, 2005
Note: Figures are subject to Statistics Canada rounding guidelines

4. Alberta Older Workers Employment by Occupation

Chart 7 shows employment by occupation for Alberta's older workers as a percentage of Alberta's total employment. In 2005, 48.6% of Albertans in Management occupations were older workers. Sales and Services occupations had the lowest older worker representation at 28.6%.

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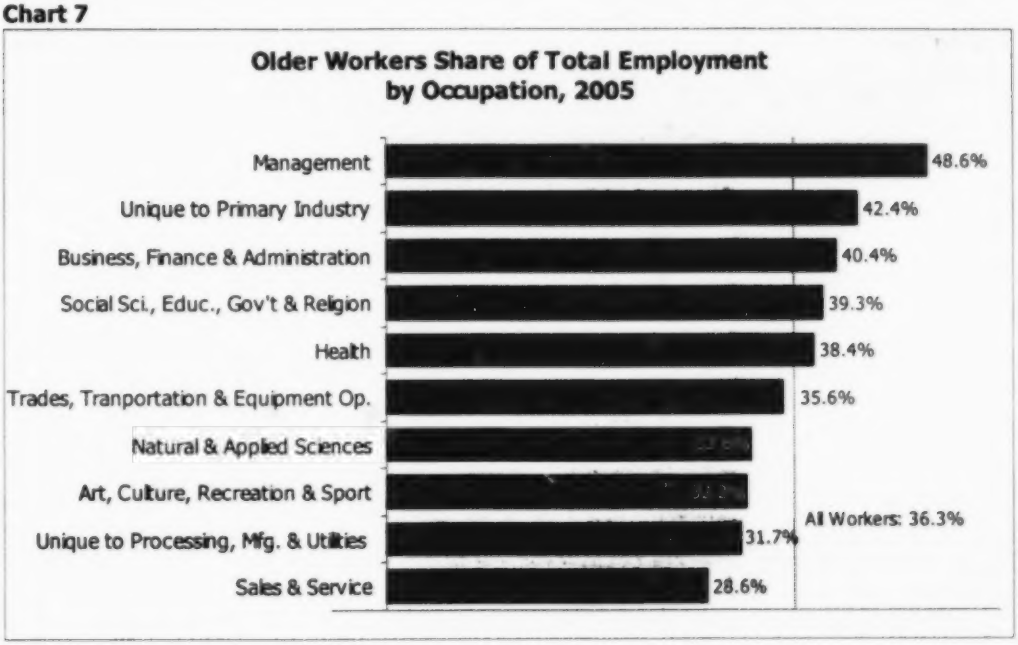

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Unique to Processing, Manufacturing & Utilities	22,100	15,800	6,400
Health	38,600	6,800	31,800
Natural & Applied Sciences	44,300	37,800	6,500
Unique to Primary Industry	47,900	37,700	10,200
Social Science, Education, Government & Religion	49,400	18,600	30,800
Management	72,000	50,300	21,700
Trades, Tranportation & Equipment Operators	110,600	103,800	6,800
Business, Finance & Administration	128,500	28,900	99,600
Sales & Service	118,700	50,600	68,100
Total	**647,400**	**356,300**	**291,300**

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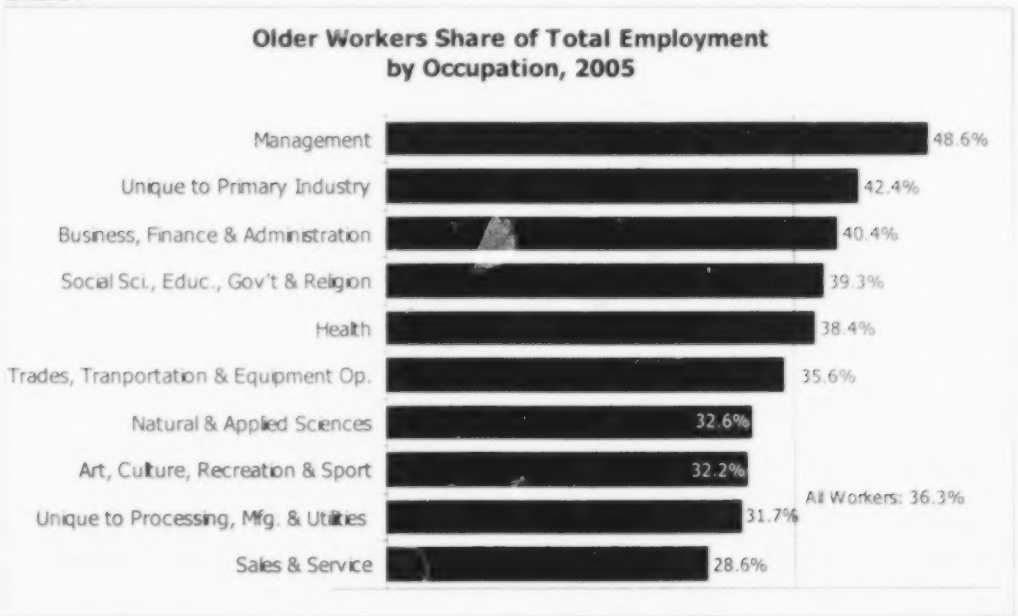
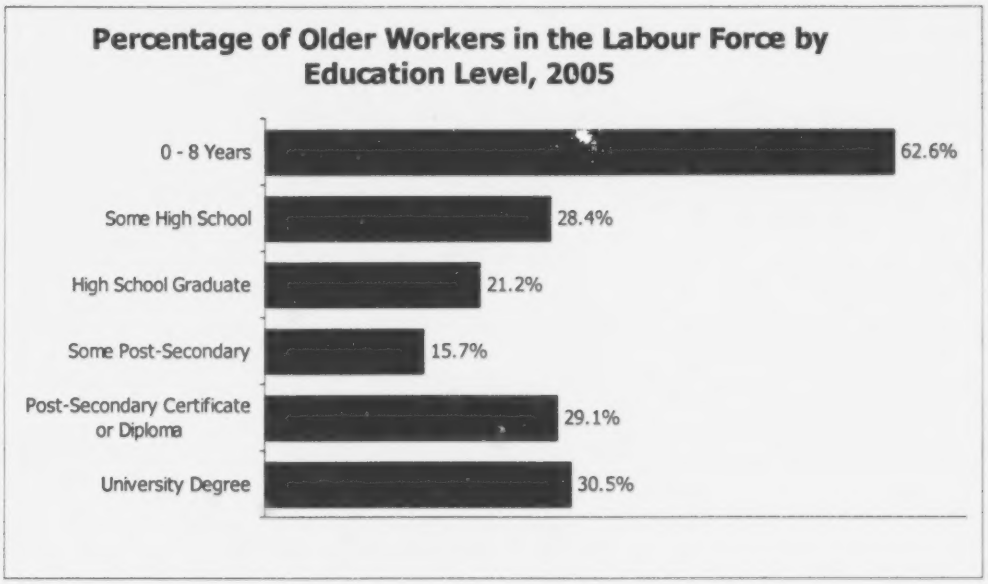


Source: Statistics Canada Labour Force Historical Survey, 2005

5. Alberta Older Workers Education Levels

Chart 8 displays the percentage of Alberta older workers for each level of educational attainment. In 2005, over 60% of Albertans with a 0-8 years education level were older workers. However, there was a steady increase in older workers as the level of education increased. Older workers represented 29.1% and 30.5% of Albertans with a post-secondary certificate or diploma and university degree, respectively.

Chart 8



Source: Statistics Canada Labour Force Historical Survey, 2005

Table 7 shows the change in the education level of Alberta and Alberta's older workers. Older workers in the labour force with an educational attainment of 0-8 years decreased by 11,700 between 1995 and 2005. Conversely, the number of older workers in Alberta with a post-secondary certificate or diploma has nearly doubled since 1995, as has the number of those with a university degree. Over three quarters of the increase (75.6%) in Albertans with a post-secondary certificate or diploma came from older workers.

Table 7

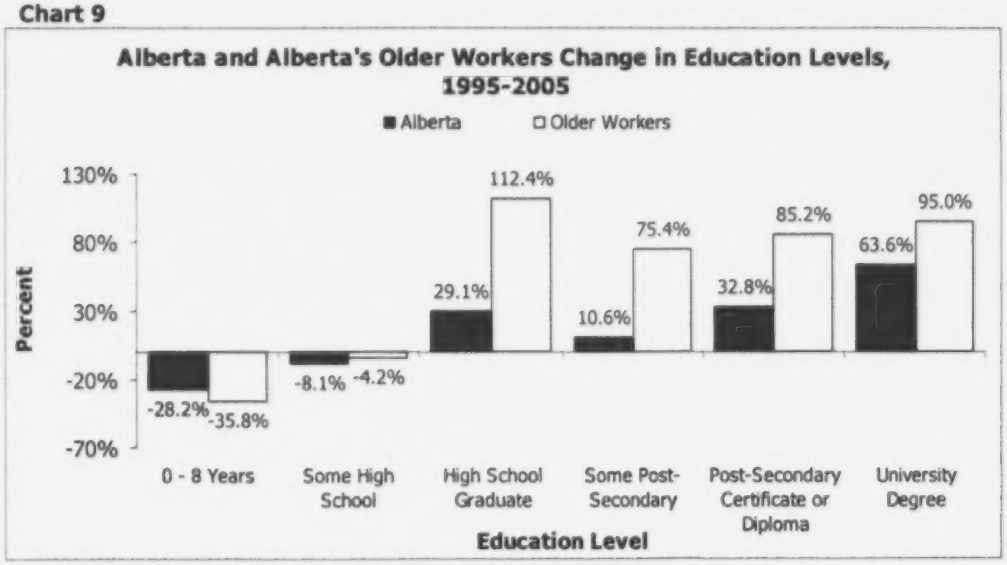
Alberta Older Worker Labour Force by Education Level						
	Alberta			Older Workers		
	1995	*2005*	*Change*	*1995*	*2005*	*Change*
0 - 8 Years	52,200	37,500	(14,700)	32,700	21,000	(11,700)
Some High School	249,000	228,800	(20,200)	70,800	67,800	(3,000)
High School Graduate	334,400	431,600	97,200	70,900	150,600	79,700
Some Post-Secondary	153,100	169,400	16,300	24,000	42,200	18,100
Post-Secondary Certificate or Diploma	461,000	612,100	151,100	134,000	248,200	114,200
University Degree	231,100	378,000	146,900	70,600	137,700	67,100

Source: Statistics Canada Labour Force Historical Survey, 2005

5. Alberta Older Workers Education Levels

Chart 9 shows the percentage change in education levels for Alberta and Alberta's older workers in the labour force between 1995 and 2005. For all levels of education, the change in Alberta older workers education levels was greater than provincial levels. The increase in older workers with a high school diploma was nearly four times (3.9) greater than the provincial increase for the same education level.

Chart 9



Source: Statistics Canada Labour Force Historical Survey, 2005

Table 8 indicates the unemployment rate by level of education for Alberta and Alberta's older workers. Higher education levels, resulted in lower the unemployment rates, as those with a post-secondary certificate or diploma and university degree experienced lower unemployment rates than those with lower educational attainment. Unemployment rates for all education levels decreased since 1995. The unemployment rate for older workers holding a post-secondary certificate or diploma in 1995 was 7.9% and by 2005 had dropped to 2.8%. Unemployment rates for older workers were lower than those for the total population for all education levels in 2005.

Table 8

Unemployment Rate by Education Level				
	1995		2005	
	Alberta	*Older Workers*	*Alberta*	*Older Workers*
0 - 8 Years	9.6%	7.3%	5.9%	n/a*
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
High School Graduate	7.3%	5.4%	4.1%	3.3%
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Post-Secondary Certificate or Diploma	7.1%	7.9%	3.0%	2.8%
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Source: Statistics Canada Labour Force Historical Survey, 2005
*n/a is due to insufficient sample size

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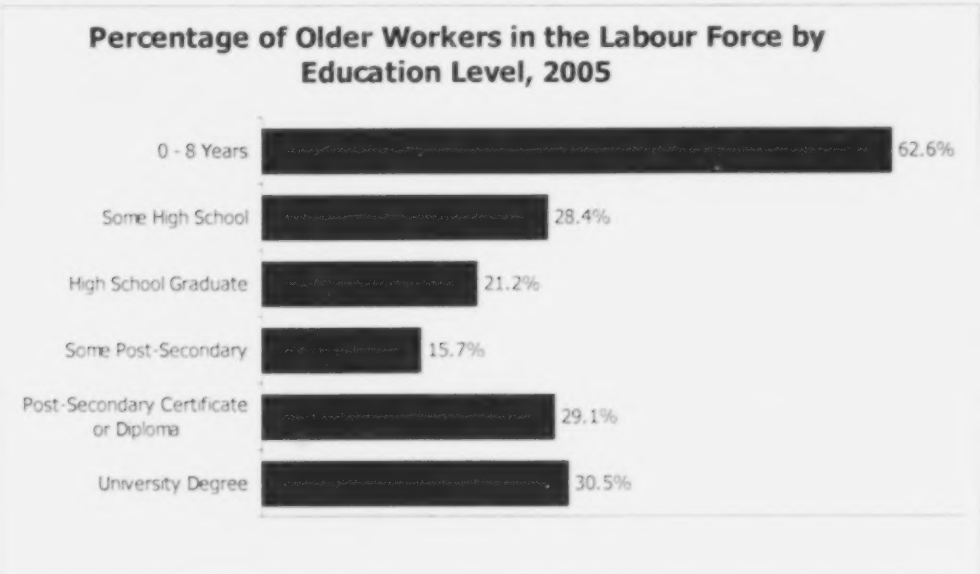

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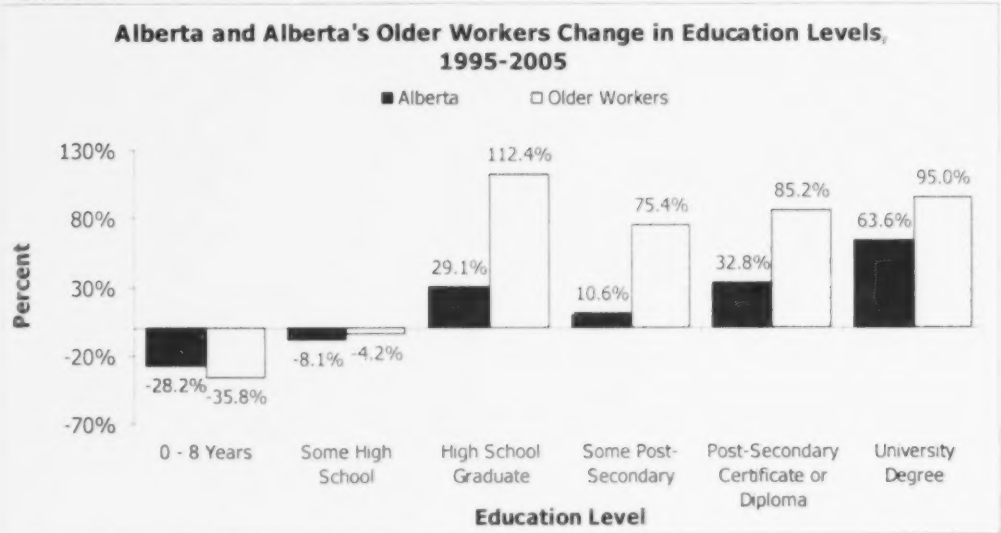

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	1995		2005	
	Alberta	*Older Workers*	*Alberta*	*Older Workers*
0 - 8 Years	9.6%	7.3%	5.9%	n/a*
Some High School	12.6%	6.2%	7.5%	3.8%
High School Graduate	7.3%	5.4%	4.1%	3.3%
Some Post-Secondary	8.3%	7.5%	4.1%	n/a*
Post-Secondary Certificate or Diploma	7.1%	7.9%	3.0%	2.8%
University Degree	4.1%	4.7%	2.8%	2.5%

Source: Statistics Canada Labour Force Historical Survey, 2005
*n/a is due to insufficient sample size

6. Alberta Older Workers Wage and Salary

Table 9 shows the average hourly wages in Canada and Alberta by age group in 2005. Wages in Alberta were higher for all three age groups. Older workers had the highest wages of all age groups in Canada and in Alberta with $22.86. The average hourly wage in Alberta for all age groups was $19.76 in 2005.

Table 9

Average Hourly Wages by Age Group, Alberta and Canada, 2005		
	Alberta	Canada
15 to 24 years	$ 11.61	$ 10.87
25 to 44 years	$ 21.09	$ 20.12
45 years +	$ 22.86	$ 21.79

Source: Statistics Canada Labour Force Historical Survey, 2005

Table 10 displays Alberta older workers average hourly wage rates by industry and by gender. The highest wages for older workers was paid in the Professional, Scientific and Technical Services industry at $31.94, while the lowest was Accommodation and Food Services industry at $13.50.

Male older workers received higher wages than their female counterparts in all industries except Health Care and Social Assistance. This was also the industry that experienced the smallest differential in hourly wage rates between genders, with a difference of $1.19. The largest difference occurred in the Professional, Scientific and Technical Services industry with males making on average $12.53 more per hour than females.

Table 10

Alberta Older Workers Average Hourly Wages by Industry and Gender, 2005			
	Older Workers	Male	Female
Agriculture	$ 15.41	$ 16.56	$ 13.17
Construction	$ 24.47	$ 25.05	$ 17.75
Forestry, Fishing, Mining, and Oil & Gas	$ 30.92	$ 32.33	$ 25.29
Manufacturing	$ 23.42	$ 25.59	$ 17.49
Utilities	$ 29.27	$ 32.25	$ 23.52
Accommodation and Food Services	$ 13.50	$ 17.94	$ 11.80
Educational Services	$ 27.53	$ 32.41	$ 25.46
Finance, Insurance, Real Estate and Leasing	$ 20.34	$ 26.00	$ 18.41
Health Care and Social Assistance	$ 21.64	$ 20.57	$ 21.76
Information, Culture and Recreation	$ 21.26	$ 25.21	$ 16.88
Business Building and Other Support Services	$ 16.31	$ 17.75	$ 14.57
Other Services	$ 18.58	$ 21.09	$ 15.13
Professional, Scientific and Technical Services	$ 31.94	$ 36.32	$ 23.79
Public Administration	$ 26.61	$ 29.44	$ 23.65
Retail Trade	$ 15.23	$ 19.05	$ 12.60
Wholesale Trade	$ 23.07	$ 23.85	$ 20.41
Transportation and Warehousing	$ 20.94	$ 21.79	$ 18.72

Source: Statistics Canada Labour Force Historical Survey, 2005

6. Alberta Older Workers Wage and Salary

Table 11 displays Alberta older workers average hourly wage rates by occupation and by gender. The highest average wage for older workers was paid in the Management occupations at $33.51, while the lowest was in Sales and Service occupations at $15.49.

Male older workers in Alberta were paid higher than female older workers in all occupations. The largest difference between genders was in the Unique to Primary Industry occupation with $10.30. Wages in Health occupations were nearly identical, with a difference of $0.05.

Table 11

Alberta Older Workers Average Hourly Wages by Occupation and Gender, 2005

	Older Workers	Male	Female
Management	$ 34.89	$ 36.93	$ 30.09
[illegible]	[illegible]	[illegible]	[illegible]
Natural and applied sciences and related	$ 33.98	$ 34.57	$ 29.95
[illegible]	[illegible]	[illegible]	[illegible]
Social science, education, government service and religion	$ 29.21	$ 32.60	$ 27.31
[illegible]	[illegible]	[illegible]	[illegible]
Sales and service	$ 14.91	$ 18.47	$ 12.50
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Unique to primary industry	$ 23.36	$ 24.47	$ 14.17
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Art, culture, recreation and sport	$ 24.04	$ 26.49	$ 22.35
Sales and service	$ 14.91	$ 18.47	$ 12.50
Trades, transport and equipment operators and related	$ 22.10	$ 22.44	$ 16.52
Unique to primary industry	$ 23.36	$ 24.47	$ 14.17
Unique to processing, manufacturing and utilities	$ 20.34	$ 22.52	$ 14.76

Source: Statistics Canada Labour Force Historical Survey, 2005

Appendix

All definitions are from the Guide to the Labour Force Survey, Statistics Canada – Catalogue no. 71-543-GIE.

Working Age Population (WAP): Those persons 15 years of age and over except persons living on Indian reserves, inmates of institutions, and full-time members of the Canadian Armed Forces.

Labour Force: The labour force is composed of the portion of the WAP who, during the reference week, were employed or unemployed. The reference week is defined as the week containing the 15th day of the month in which information is collected for the Labour Force Survey.

Participation Rate: The total labour force expressed as a percentage of the WAP. This measure represents the proportion of the WAP that is either employed or actively seeking employment.

Employment Rate: The number of persons employed expressed as a percentage of WAP.

Industry: The general nature of the business carried out by the employer for whom the respondent works (main job only).

Occupation: The kind of work persons 15 years of age and over were doing during the reference week, as determined by the kind of work reported and the description of the most important duties of the job. If the individual did not have a job during the reference week, the data relates to the previous job, if that job was held in the past year.

Unemployment Rate: The number of unemployed persons expressed as a percentage of the labour force.

Full-time employment: Those persons who usually work 30 hours or more per week at their main or only job.

Part-time employment: Consists of all other persons who usually work less than 30 hours per week.